



IDS Form PTO/SB/08: Substitute for form 1449A/PTO			Complete if Known		
INFORMATION DISCLOSURE STATEMENT BY APPLICANT (Use as many sheets as necessary)			Application Number	09/852,810	
			Filing Date	May 10, 2001	
			First Named Inventor	Brian R. GAREAU	
			Art Unit	3694	
			Examiner Name	Meinecke Diaz, Susanna	
Sheet	1	of	1	Attorney Docket Number	08350.0762-00000

Note: Submission of copies of U.S. Patents and published U.S. Patent Applications is not required.

NON PATENT LITERATURE DOCUMENTS			
Examiner Initials	Cite No. ¹	Include name of the author (in CAPITAL LETTERS), title of the article (when appropriate), title of the item (book, magazine, journal, serial, symposium, catalog, etc.), date, page(s), volume-issue number(s), publisher, city and/or country where published.	Translation ⁶
		Arthur D. Wainwright, "People-first strategies get implemented", The World's Knowledge, Strategy & Leadership, January/February 1997, pp. 12-17	
		Jeannette Cabanis-Brewin, "The Elusive ROI", The World's Knowledge, April 2000 PM Network, pp. 45, 47, 48, and 50	
		Fran Lipson et al., "Baldrige and the Human Equation In Health Care Mergers, The World's Knowledge, Quality Progress, January 2000, pp. 113-114	
		Lilya Wagner et al., "The Dysfunctional Organization: Should You Be A Whistleblower?", The World's Knowledge, Fund Raising Management, November 1999, pp 28-30	
		Helen Box Reynolds, "It's Not Enough to Offer Work/Life Programs -- You Need to Promote Them", The World's Knowledge, Benefits Quarterly, Second Quarter 1999, pp. 13-17	
		Mary Ann Hellinghausen et al., "Empowered Employees: A New Team Concept", The World's Knowledge, September-October 1998, pp. 21-23	
		Günther Finck et al., "Satisfaction vs. Motivation", Research Roundup, The World's Knowledge, October 1998 Across The Board, pp. 55-56	
		"Regeneration", The World's Knowledge, People Management, 2 April 1998, pp. 35-38, 41	
		"Alienating Employees", The World's Knowledge, Bullet Point, Issue 62, June 1999, pp. 1-3	
		"10 Thoughts on Employee Retention", HRFocus Special Report on Recruitment & Retention	
		Richard Barrett, "Why the Future Belongs to Values Added Companies", Association for Quality & Participation, January/February 1999, pp. 30-35	
		Malcolm Patterson et al., "Do employee attitudes predict company performance?", FM&I Brief, The World's Knowledge, The Foundation for Manufacturing and Industry, November 1997, pp. 1-3	
		Grayson, Curt, "An exploratory study of the relative impact of organizational contextual factors on individual decisions to buy-in and maintain commitment to an organization-wide Total Quality Management effort", California School of Professional Psychology, Los Angeles, 1993	
		Susan C. Dumond, "Organizational Strategy As a Function of the Physical Environment: A Work Climate Study", California School of Professional Psychology, Los Angeles, April 24, 1995	
		Elgie Brent Hale, "Assessment of Organizational Culture Via The Scenario-Assisted Culture Audit Methodology", Brigham Young University, December 1991	
		McIntyre-Ray, Barbara Gail, "The relationship of individual characteristics, job satisfaction and leadership style to corporate culture beliefs and climate for change, East Texas State University, 1989	
		Robert J. Kaskel, "Value Congruence and Satisfaction, The California School of Professional Psychology at Alameda, May 2000	
		Taryn R. Warren, "Person-Organization Fit and Organizational Outcomes", Georgia Institute of Technology, May 21, 1996	
		David O. Linthicum, "The Nature and Extent of Cultural Values and Their Relationship to an Organization's Culture and Subcultures", Temple University, August 1993	
		Caroline Jean Fisher, "Corporate Culture and Perceived Business Performance: A Study of the Relationship Between the Culture of an Organization and Perceptions of its Financial and Qualitative Performance", California School of Professional Psychology, Los Angeles, 1997	

Examiner Signature		Date Considered	
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EXAMINER: Initial if reference considered, whether or not citation is in conformance with MPEP 609. Draw line through citation if not in conformance and not considered. Include copy of this form with next communication to applicant.